

LET'S TALK ABOUT...

FY 2017 PROPOSED BUDGET CIVILIAN EMPLOYEE TOTAL COMPENSATION

The City of San Antonio continues to strive to be an employer of choice in our community. This includes providing our civilian workforce with a competitive total compensation (salary and benefits) package. In keeping with this goal, City Manager Sheryl Sculley presented the Fiscal Year 2017 Proposed Budget to the City Council on August 18 that includes ongoing maintenance of the Step Pay Plan, a Cost-of-Living Adjustment (COLA), and Performance Pay. In addition, the Fiscal Year 2017 Proposed Budget introduces two new types of family-friendly employee leave, and includes no layoffs for the coming year.

Civilian Employee Compensation

HIGHLIGHTS:

Proposed FY 2017 Civilian Employee Compensation		
<i>Regular Full-time/ Part-time Employees</i>	<i>Pay Increase</i>	<i>Effective Date</i>
All Civilian Employees	1% COLA	October 2016
<i>Regular Full-time Employees</i>	<i>Pay Increase</i>	<i>Effective Date</i>
Professionals & Managers	Performance Pay-eligible	January 2017
Step Pay Plan: Steps 0 - 9	Step increase	January 2017
Step Pay Plan: Step 10	\$300 lump sum	January 2017

DETAILS:

The proposed changes to employee compensation emphasize strong employee performance and provide a COLA for full-time and part-time civilian employees.

COLA

The Proposed Budget includes a 1% COLA for all regular full-time and part-time civilian employees effective October 2016.

Step Pay Plan

The FY 2017 Proposed Budget includes additional funding for ongoing movement in the Step Pay Plan. In January 2017, employees in the Step Pay Plan at steps 0-9 and hired by April 1 will receive their annual increase, and those employees who are at step 10 will receive a \$300 lump sum payment.

Performance Pay

Performance pay is included in the FY 2017 Proposed Budget for professionals and managers hired before April 1, who are not eligible for the Step Pay Plan. Performance pay will be awarded based on the employee evaluation results and will be effective in January 2017.

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Civilian Health Care Plans and Premiums

In 2017, the City will remain self-insured, meaning that the City and employees will continue to share health care costs. The City will continue to absorb the majority of employee health care costs. The Proposed Budget offers employees two plan options for civilian health care—**Consumer Choice** and **New Value**. These plans feature a broad network of health care providers and coverage for all of the same services you use today (ex: doctor's office visits, preventive care, prescription medications, etc.).

HIGHLIGHTS:

- No plan changes to deductibles or out-of-pocket maximums.
- Preventive care covered at 100%.
- Health Savings Account (HSA) contribution of \$500 individual/\$1,000 family for Consumer Choice participants.
- City's Value-based Co-pay program continues for prescription drugs related to diabetes.

DETAILS:

Proposed FY 2017 Monthly Health Care Premiums

Employees Hired Before January 1, 2009			Employees Hired After January 1, 2009		
	Consumer Choice	New Value		Consumer Choice	New Value
Employee Only	\$17	\$72	Employee Only	\$41	\$162
Employee + Child(ren)	\$30	\$188	Employee + Child(ren)	\$68	\$382
Employee + Spouse / Domestic Partner	\$86	\$352	Employee + Spouse / Domestic Partner	\$192	\$607
Employee + Family	\$122	\$476	Employee + Family	\$272	\$815

Health Savings Accounts, Deductibles, Out-of-Pocket Maximums, & Office Visits		
In-Network Benefits	Consumer Choice	New Value
City Contribution to Health Savings Account (HSA) (Individual/Family)	\$500/ \$1,000	N/A
Preventive Care	Covered at 100%	
Annual Deductible (Individual/Family)	\$1,300/ \$2,600	\$1,250/ \$2,500
Annual Out-of-Pocket Maximum (Individual/Family)	\$4,000/ \$8,000	\$3,000/ \$6,000

New! Parental Leave

Currently, the City offers maternity leave through our Short-term Disability benefit. This benefit provides the birthing parent with paid leave to allow for the medical recovery after childbirth. The proposed Parental Leave program will provide a paid parental leave benefit for both the birthing and non-birthing parent for the birth or placement of a child for adoption.

HIGHLIGHTS:

- 6 weeks for the employee (birthing or non-birthing parent) to be taken on a continuous basis
- Employees eligible upon hire
- Parental Leave runs concurrent with leave protected by the Family Medical Leave Act (FMLA)

If this leave type is adopted as part of the FY 2017 budget, additional information will be made available in an Administrative Directive.

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NEW! Wellness and Education Leave

To support employee wellness as well as parental involvement in children's education, this program introduces a new leave category, Wellness and Education Leave.

HIGHLIGHTS:

Employees would be awarded **24 hours** of paid leave for the following uses:

- Scheduled wellness visits for self and immediate family;
- Attending school-related functions for dependents (parent-teacher conferences, school programs, etc.); and
- Registration and enrollment-related activities for the employee to attend college or trade school courses.

Employees would be required to request this leave in advance. If this leave type is adopted as part of the FY 2017 budget, additional information will be made available in an Administrative Directive.

Proposed Holiday Schedule

HIGHLIGHTS:

City offices will again close at the end of the calendar year in observance of the time period between the Christmas and New Year's Day holidays from December 26 to December 30. This year, employees will not need to take leave on any of the days during the Winter Holiday.

DETAILS:

Proposed FY 2017 Holiday Schedule	
Veterans Day – November 11, 2016	Martin Luther King, Jr. Day – January 16, 2017
Thanksgiving Day – November 24, 2016	Fiesta San Jacinto Day – April 28, 2017
Day after Thanksgiving – November 25, 2016	Memorial Day – May 29, 2017
Christmas Eve (observed) – December 26, 2016	Independence Day – July 4, 2017
Christmas Day (observed) – December 27, 2016	Labor Day – September 4, 2017
Winter Holiday – December 28, 2016	
Winter Holiday – December 29, 2016	
New Year's Day (observed) – December 30, 2016	

Note: Most Pre-K 4 SA Department employees will follow a different holiday schedule. For Pre-K 4 SA holiday schedule questions, contact Employee Relations Business Partner Dominic Morales at 206-2757.

2017 Open Enrollment

2017 Open Enrollment is October 10 – November 4. This is the one time of year when all full-time employees can select or make changes to their benefit choices. These changes become effective January 1, 2017.

Questions

If you have any questions about the information in this document, contact your department's Employee Relations Team or Human Resources Customer Service at 207-8705 or hrcustomerservice@sanantonio.gov.